

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 19**

AMAZON.COM SERVICES LLC

and

Case 19-CA-266977

**UNITED FOOD AND COMMERCIAL
WORKERS UNION, LOCAL 21**

AMENDMENT TO COMPLAINT

Pursuant to § 102.17 of the Rules and Regulations of the National Labor Relations Board, paragraph 5 of the Complaint that issued on May 14, 2021 is amended to read as follows:

5.

On various dates in March and early April 2020, Respondent's (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) ("(b) (6), (b) (7)(C)") engaged in a variety of protected, concerted activities with (b) (6), (b) (7)(C) in support of Respondent's fulfillment center ("warehouse") employees throughout the United States and their protected, concerted efforts to persuade Respondent to provide greater COVID-19 safety protections in Respondent's warehouses during the COVID-19 pandemic, including by concertedly complaining about what they perceived to be racist commentary by Respondent's highest leadership about one of the warehouse employees leading these efforts.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to §§ 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the Amendment to Complaint. The answer must be **received by this office on or before September 23, 2021**. Respondent must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See § 102.21. If the answer is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The

answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the Amendment to Complaint are true

Dated at Seattle, Washington, this 9th day of September, 2021.

A handwritten signature in black ink, reading "Ronald K. Hooks", written over a horizontal line.

Ronald K. Hooks, Regional Director
National Labor Relations Board, Region 19
915 2nd Ave., Ste. 2948
Seattle, WA 98174

CERTIFICATE OF SERVICE

I hereby certify that a copy of the Amendment to Complaint was served on the 9th day of September, 2021, on the following parties:

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